



2012

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

COMPANY: Syngenta India Limited
COUNTRY: India
PROVINCE: Maharashtra
MONITOR: St. Johns
AUDIT DATE: October 17 – 22, 2012
PRODUCTS: Hot Pepper
NUMBER OF WORKERS: 84
NUMBER OF WORKERS INTERVIEWED: 24
NUMBER OF FARMS VISITED: 29
TOTAL AREA COVERED IN AUDIT: 7.5 Acres
PROCESSES: Emasculation, Pollination

To view more about the FLA's work with Syngenta, please visit the FLA website [here](#).



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Code Awareness:

Other (Company Internal Grievance Policy and Procedures)

Noncompliance

Explanation: As there is no developed grievance procedure, workers' grievances are addressed informally by growers/supervisors and, therefore, not documented.

Plan Of Action:

1. Syngenta has developed a grievance policy for growers and workers.
2. The grievance policy is communicated through different channels to all workers and growers during various campaigns, such as preseason and mid-season meetings.
3. We have developed various informational, educational, and communication (IEC) materials, such as pamphlets, posters, and wall paintings, which will help us in communication. Women mobilizers and field supervisors educated growers and workers on the grievance policy during their daily field visits.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Proof of Age Documentation

CL.3 The company will assist growers in maintaining proof of age documentation for all young workers on the farm and is recommended to maintain proof of age documentation for all workers on the farm, including long term and casual workers.

Noncompliance

Explanation: Although growers do not recruit workers less than 15 years of age, they do not maintain proof of age documentation for hired workers.

Plan Of Action: 1. During awareness meetings, growers will be educated and motivated on: a) managing young workers, b) the legal requirements to be met for engaging them, and c) the requirement of maintaining records on the farms.

2. Copies of birth certificates, school certificates, ration cards, medical certificates, local government birth records, etc., are accepted as age proof documentation; a copy of any one of these records can be kept on the farms.

3. The company is planning to distribute documentation kits to all growers. The kits will include the age verification procedure and will be maintained by growers.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Harassment or Abuse: Discipline/Worker Awareness

H&A.3 Growers will follow disciplinary practices that are fair and are clearly understood by workers. Growers will take the necessary steps to ensure that the farm's disciplinary procedures are clearly understood by workers.

Noncompliance

Explanation: Growers' understanding on harassment and abuse is limited. Since growers treat their workers well and have good relationships with them, growers address workers' grievances informally. They are not aware of the Vishaka Guidelines (stipulated by the Supreme Court in 1997) and of the formal procedure regarding sharing complaints.

Plan Of Action: During preseason meetings, growers and workers will be informed about the Vishaka Guidelines and of the formal procedure to use regarding reporting complaints to address this issue.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:



Harassment or Abuse: Discipline/Training

H&A.4 Growers/Organizer/Company will provide training on appropriate disciplinary practices to persons who supervise workers.

Noncompliance

Explanation: Most farms are family owned; therefore, grower-worker relationships are informal and issues of harassment or abuse are not common in the agriculture sector. However, no training on appropriate disciplinary practices has been given to persons who supervise workers.

Plan Of Action: During preseason meetings and code awareness trainings, growers, workers, and supervisors will be informed about the disciplinary practices.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Harassment or Abuse: Grievance Procedure

H&A.12 The company shall have in place grievance procedures that first allow an attempt to settle grievances directly between the worker and the grower but, where this is inappropriate or has failed, it is possible for the worker to have the grievance considered at one or more steps, depending on the nature of the grievance and the enterprise's structure and size. The company shall ensure that workers know the grievance procedures and applicable rules.

Noncompliance

Explanation: Workers are not aware of the mechanism to use to report their grievances to the company. Since growers treat their workers well and have good relationships with them, workers' grievances are addressed informally by growers.

Plan Of Action:

1. Syngenta has developed a grievance policy for growers and workers.
2. The grievance policy is communicated to all workers and growers during various channels and campaigns in preseason and midseason meetings.
3. We have developed various informational, educational, and communication (IEC) materials, like pamphlets, posters, and wall paintings, which will help us in communication.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Hours of Work: Other

Other

Noncompliance

Explanation: Attendance/wage registers are maintained on farms, but hours of work are not mentioned in the registers maintained by growers.

Plan Of Action: The company has been educating and encouraging growers to maintain proper records on hours of work, wage payments, and attendance.

Actions:

1. Syngenta developed documentation kits, which will be maintained on farms and be helpful to closely monitor wage rates and working hours. A documentation kit, consisting of: a seed production policy document; a copy of the contract between growers and vendors; health and safety Do's and Don'ts; local agriculture labor laws on hours of work, overtime, and minimum wages; grievance procedure with telephone number; and attendance sheet/wage register for workers will be supplied to all growers to maintain records. Illiterate farmers will be supported by field supervisors, who will train their children and their literate workers to maintain the documentation kits.

2. Syngenta will closely monitor hours of work with the documentation kits and data collected through internal monitoring visits by field staff.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Wages, Benefits and Overtime Compensation: Worker Wage Awareness

WBOT.6 Growers/Organizer/Company will make an effort to educate workers so that the terms of employment and terms of wages, benefits, and deductions are clearly understood and acceptable by workers.

Noncompliance

Explanation: Growers/Organizer/Company did not educate workers about the Minimum Wages Act. However, workers feel that they should at least get wages on par with the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), as they know that under MGNREGA, wages should not be less than INR 100.00. Receiving a (minimum) acceptable wage of INR 100.00 does not mean that workers are aware of either the Minimum Wages Act or the Minimum Wages Notification of Maharashtra State (2009) for agricultural workers.

Plan Of Action:

1. Syngenta is creating awareness about minimum wages among growers and workers by wall paintings and preseason meetings in all villages.
2. Planning to address this issue during the local stakeholder consultation this season.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:

Wages, Benefits and Overtime Compensation: Other

Other

Noncompliance

Explanation: Although attendance/wage registers for workers is maintained on farms, they do not mention the number of hours worked by workers. Therefore, it is not possible to measure overtime.

Plan Of Action: 1. Syngenta developed documentation kits, which will be maintained on farms and be helpful to closely monitor wage rates and working hours. A documentation kit, consisting of: a seed production policy document; a copy of the contract between growers and vendors; health and safety Do's and Don'ts; local agriculture labor laws on hours of work, overtime, and minimum wages; grievance procedure with telephone number; and attendance sheet/wage register for workers will be supplied to all growers to maintain records. Illiterate farmers will be supported by field supervisors, who will train their children and their literate workers to maintain the documentation kits.

2. Syngenta will closely monitor hours of work and overtime with the documentation kits and data collected through internal monitoring visits by field staff.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date:
